



Diversity & Equity Fire Training (D.E.F.T)

The DEFT fire training program is a targeted twelve (12) month program designed to provide an opportunity for traditionally under-represented people to apply to train for Level I and Level II Fire certification with the Winnipeg Fire Paramedic Service.

To assist with removing barriers Candidates will have the opportunity to train during evenings and weekends to allow for family obligations and/or work schedules to continue. While employment is not guaranteed this training will provide you with access to our top trainers in WFPS, additional personal supports through the program and flexibility with tuition payments to help prepare you to apply for future recruitments with WFPS.

Program Entry Eligibility:

- Proficiency in English
- Must be 18 years of age or older
- Physically able to perform tasks and training requirements
- Able to commit to the training schedule (Tuesday and Thursday evenings)
- Be of sound and positive ethics and thrive in a team environment
- Must identify with one or more of the following six (6) equity groups: Indigenous peoples, women, racialized peoples, persons with disabilities, newcomers and 2SLGBTQIA+ persons.

To assist with further screening – preference may be given to those individuals that

- (1) Identify with multiple equity group memberships
- (2) Have previous experience in emergency services work

*Required Documents (if invited to the interview):

- High School education – Grade 12 or GED
- Canadian Citizen or Permanent Resident
- Standard First Aid and CPR
- A Valid Driver's License – Class 5 (minimum)
- Police Information Check, Police Vulnerable Sector Check, Child Abuse Registry Check, Adult Abuse Registry Check
- Drivers Abstract Driver Safety Rating Scale Statement no more than minus four (-4) (once accepted into the program)
- May require evidence of equity group membership

If interested in this great opportunity apply with a resume and a summary (one (1) page maximum) of why you want to become a Firefighter and the barriers you faced when working toward achieving this goal.

****If selected for an interview all required documents will be required prior to interview.***

Submit resume and summary to WFPSRecruitment@winnipeg.ca by **August 4, 2023**

Please find the DEFT program information package at:
<https://wwwdev.winnipeg.ca/fps/Careers/diversity-equity-fire-training.stm>

